

3-1-1985

# Labor Relations in Maine 1984

Maine Department of Labor

Maine Bureau of Labor Standards

Maine Research and Statistics Division

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## Recommended Citation

Maine Department of Labor, Maine Bureau of Labor Standards, and Maine Research and Statistics Division, "Labor Relations in Maine 1984" (1985). *All Bureau of Labor Standards Documents*. 396.  
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# LABOR RELATIONS IN MAINE 1984

During 1984, a total of 42 major contracts covering nearly 18 thousand workers were negotiated. This was a heavier schedule than in 1983 when just under 14 thousand workers got new contracts, a total of 35 agreements. A major agreement is defined as one covering at least 100 workers. There were 92 such contracts in effect during 1984, involving over 43 thousand workers. The agreements negotiated in 1984 covered over one-third of all organized private sector workers. Paper Manufacture, with thirteen contracts involving 8,139 workers, was the industry with the most activity. Paper was followed by Construction (seven with 3,312), Lumber and Wood (six and 959), and Food Products (five covering 1,852).

The new agreements had an average increase in wages of 5.0% for calendar year 1984. The average over the life of the contracts is slightly higher at 5.2% per year. This is a noticeable decrease from contracts negotiated in earlier years. Deferred adjustments from these earlier contracts averaged 5.1% for 1984 and 5.2% per year over the life of the contract.

Looking ahead to 1985, bargaining activity should remain at the same level. There are 44 contracts scheduled for renewal, involving almost 19 thousand workers. Nearly 80% of the agreements are spread over five industries: Lumber and Wood (9 contracts covering 1,589 workers), Paper (8 with 3,342), Apparel (7 and 2,339), Textiles (6; 1569), and Construction (5

Wage Adjustments in Major Collective Bargaining Agreements  
in Private Industries, Maine, 1984

	<u>Number</u>	<u>Average 1984 Adjustments</u>	<u>Average Over Life of Contract</u>	<u>1984 Median Adjustment</u>	<u>Estimated Workers Covered</u>
All Contracts	97	+4.4%	+4.9%	+4.5%	43,224
New Settlements	42	+3.5	+4.4	+4.1	17,944
Deferred Adjustments	55	+5.1	+5.2	+4.8	25,280
Cost of Living Increases	8	+0.3	NA	NA	3,684

	<u>All Contracts</u>		<u>New Settlements</u>		<u>Deferred Adjustments</u>	
	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	97	43,224	42	17,944	55	25,280
No Change	9	2,964	8	2,854	1	110
Decrease	-	-	-	-	-	-
Increase	88	40,260	34	15,090	54	25,170
Under 4 Percent	26	11,291	19	8,060	7	3,231
4 to Under 6 Percent	51	17,295	19	7,137	32	10,158
6 to Under 8 Percent	16	13,577	4	2,747	12	10,830
8 to Under 10 Percent	4	1,061	-	-	4	1,061
10 Percent or More	-	-	-	-	-	-

Major Collective Bargaining Agreements  
Negotiated 1984 and Scheduled 1985  
By Industry

	<u>Negotiated 1984</u>			<u>Scheduled 1985</u>	
	<u>Number</u>	<u>Workers</u>	<u>Average Adjustments</u>	<u>Number</u>	<u>Workers</u>
All Contracts	42	17,944	+4.4%	44	18,841
Construction	7	3,312	+3.0	5	1,209
Manufacturing	33	13,116	+3.5	38	17,332
Food	5	1,852	+1.6	*	*
Textiles	*	*	*	6	1,569
Apparel	-	-	-	7	2,339
Lumber & Wood	6	959	+4.0	9	1,589
Paper	13	8,139	+5.0	8	3,342
Other Manufacturing	7	1,525	+2.8	6	8,090
Other Industry Divisions	2	1,516	+4.2%	1	300

(narrative continued from first page)

covering 1,209. June, with 11, May, with 9, August (7), and April (6) are the months with the heaviest schedules.



During 1984, there were only four work stoppages in effect, involving 1,235 workers with an estimated 17 thousand worker-days idle. All four of the stoppages begun in 1984 were related to major contracts being negotiated during the year. Wage adjustments (including one request for a reduction) were the major cause of the stoppages, although one also involved the length of the contract as a major stumbling block.

National Labor Relations Board certification elections were down from the 1980-1983 average. There were 17 elections, with 1,147 eligible voters. In 11 cases, the union lost and was not certified; this is a somewhat below average percentage (35% vs 48%, the five-year average). There were four decertification elections (much higher than average) with the incumbent unions winning three and losing only one.

Union Membership  
All Workers, By Year  
Maine, 1980-1984

Year	Total Membership	AFL-CIO Unions		Non-Affiliated Unions		Total Labor Force	
		Number	Percent	Number	Percent	Number (thousands)	Percent Organized
1984	86,140	54,321	63.1%	31,819	36.9%	445.5	19.3%
1982	84,200	53,315	63.3	30,885	36.7	415.5	20.3
1981	86,908	55,464	63.8	31,444	36.2	419.2	20.8
1980	84,750	56,750	67.0	28,121	33.0	418.3	20.3

Union Membership  
Non-Federal Workers, By Year  
and Ownership  
Maine, 1980-1984

Year	Total Non-Federal			Private Industry			State & Local Government		
	Members	Employment	Percent	Members	Employment	Percent	Members	Employment	Percent
1984	82,104	427.1	19.2%	51,198	361.5	14.2%	30,906	65.6	47.1%
1982	80,301	397.5	20.2	50,218	331.4	15.1	30,083	64.1	47.0
1981	83,511	401.4	20.8	53,553	336.6	15.9	29,958	64.8	46.3
1980	82,208	400.1	20.5	54,504	335.0	16.3	27,704	65.1	42.5

Non-farm Wage and Salary Employment from the Maine Department of Labor, Bureau of Employment Security, Division of Economic Analysis and Research.

NATIONAL LABOR RELATIONS BOARD  
Single Union Certification Elections Closed  
Maine, 1980-1984

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1980	31	1,762	1,616	17	651	599	391	208	14	1,111	1,017	301	716
1981	33	2,305	2,168	12	796	726	433	293	21	1,509	1,442	467	924
1982	8	783	642	4	181	151	141 <sup>1/</sup>	10	4	602	491	201	290
1983	24	958	918	15	532	505	312	176	9	426	413	135	262
1984	17	1,147	1,026	6	92	87	67	20	11	1,055	939	291	648

NATIONAL LABOR RELATIONS BOARD  
Decertification Elections Closed  
Maine, 1980-1984

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1980	-	-	-	-	-	-	-	-	-	-	-	-	-
1981 <sup>1/</sup>	2	161	-	2	161	155	84	65	-	-	-	-	-
1982 <sup>2/</sup>	1	140	130	1	140	130	97	33	-	-	-	-	-
1983 <sup>2/</sup>	2	22	22	1	19	19	11	8	1	3	3	0	2
1984	4	349	310	3	199	182	120	62	1	150	128	42	86

WORK STOPPAGES  
All Private Sector Industries by Year  
Maine, 1980-1984

Year	Stoppages			Workers Involved			Worker Days Idle	
	Beginning in Year		In Effect During Year	Beginning in Year		Percent of Total Employed	In Effect During Year	
	Number	Average Duration		in Year	During Year		Number	Percent of Estimated Work Time
1980	20	31	20	4,160	4,160	1.2%	177,419	.21%
1981	11	30	13	2,710	2,741	0.8	12,533	.01
1982	4	27	5	136	161	*	6,164	.01
1983	7	30	8	3,287	3,313	1.0	69,082	.08
1984	3	14	4	1,204	1,235	0.4	16,741	.02

\*Less than 0.05

1. Includes one multi-union election; winning union got 71 votes; losing union, 32; no representation, no votes.
2. During 1983, there was one voluntary decertification prior to an election.
3. Based on Annual Average Employment from the Maine Department of Labor, Bureau of Employment Security, Division of Economic Analysis & Research.
4. Estimated Work Time is the above employment multiplied by the total working days during the year.

Union and association membership in 1984 was 86,140. This is an increase of 1,940 (or 2.3%) over 1982, the last year data was collected. Overall, 19.3% of the labor force is organized. The AFL-CIO unions and the non-affiliated unions shared in the growth (1,006 vs 934). Membership rose by 1.9% in those unions which generally cover the private sector; this is a reversal of the decline which began in 1980. On the other hand, employment in the private sector expanded by over nine percent so the percent of organization fell by nearly a full percentage point to 14.2%. State and local government has apparently hit a plateau at around 47%. With most of the large public sector units (the Teachers and State University employees) already heavily organized, union gains in this area should be modest in the future.

#### Special Studies

The Research and Statistics Division of the Bureau of Labor Standards has the ability to produce special tabulations and studies of the data elements shown in this publication. Requests for special studies should be made in writing to the Bureau Director. The availability of staff and computer resources may limit the Bureau's response. In addition, there may be charges for cost reimbursement.

#### Other Annual Publications Available

Census of Maine Manufactures  
Characteristics of Work-Related Injuries & Illnesses in Maine  
Directory of Maine Labor Organizations  
Maine Construction Wage Rates  
Occupational Injuries & Illnesses in Maine

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## TECHNICAL NOTES

Wage Adjustments: Private sector contracts, excluding maritime and railroad agreements, covering more than 100 workers are collected by the Maine Bureau of Labor Standards for administrative as well as statistical purposes. Wage adjustments are calculated based on previous contracts and/or wage and hour data from other sources. For information on non-wage benefits, see Collective Bargaining Agreements in Maine (BLS 575). This is the second year wage adjustment data is available.

National Labor Relations Board Elections: Results and details on elections held in Maine are transmitted to the Bureau by the National Labor Relations Board, Boston Regional Office at the close of each month. Data in this series goes back to 1962.

Work Stoppages: Work stoppage activity is monitored through reports to the Maine Bureau of Employment Security and to the U.S. Bureau of Labor Statistics as well as the media and other secondary sources. Information is verified by direct contact with union and/or management representatives. Data from this series is available back through 1959.

Union Membership: Membership data is collected through the annual Survey of Labor Organizations, which includes information on union local officials, elections, employers having agreements, and membership. Some of this information is also published in the Directory of Maine Labor Organizations. This information is available beginning with calendar year 1978.

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